



Mark Your Calendars!

FY2006 Live Ethics Training Begins in February

Ethics training for 2006 begins February 13. Why so early? From now on JPL's mandatory training courses will be offered earlier to better accommodate employee requests to align all mandatory training course due dates. Mandatory training programs will align to a common deadline of June 30th each fiscal year.

The Ethics Office will be offering 80 live sessions this year. There will be 50 open sessions for any JPL employee or affiliate. Watch for JPL bulletins and notices for these sessions scheduled in Conference Rooms 180-101 and 167. Enrollment in open sessions is recommended, but not required.

There will also be 30 private sessions for JPL organizations who prefer that their employees be trained together. *A minimum of 20 attendees is required for private sessions.* These private sessions are scheduled on a first come, first served basis. Please contact Martha Aviña at extension 4-3154 to schedule a date and time.

February Open Sessions:

Monday, Feb. 13, 9-10 a.m., 180-101
Tuesday, Feb. 21, 2-3 p.m., 167 CR
Wednesday, Feb. 22, 3-4 p.m., 180-101
Thursday, Feb. 23, 9-10 a.m., 167 CR

For more sessions please refer to the Education and Training website at <http://hr.jpl.nasa.gov/et/>.

On-line FY2006 Ethics Training will be available early March.



Did you know the Ethics Line is now available toll-free?

**Call us at (866) 40 – JPL EO
or at (818) 354-9999**

Thanks for Listening...

OBA's are Up 58%!

During our FY2005 training we asked employees to re-think whether they may have outside activities or other employment that requires disclosure. The message to disclose outside activities was heard! Last year the Ethics Office processed 316 Applications for Outside Employment, Consulting or Other Activities (OBAs) compared to 184 applications in FY2004.

If you are involved in any type of outside business activity, such as consulting, teaching, or starting your own business that may conflict or be perceived to conflict with your JPL duties, JPL programs, products or services — give us a call before proceeding. Failure to complete an OBA and violation of outside business rules may result in disciplinary action, up to and including termination.

For those of you who have submitted an OBA to our office, kindly notify us of any substantive changes to your outside activities or if your OBA is affected by any changes in your JPL job duties.

We appreciate your increased awareness on OBAs and taking steps to ensure that your activities are disclosed and to ensure that our standards of ethical conduct are not compromised.



Call the Ethics Office on **4-6338** or
contact an Ethics Advisor directly:

Karen Bermeo-Beas	3-2597
Lani De Benedictis	4-1563
Douglas Sanders	4-8363



The Ethics of Reporting Ethical Violations



What are some of the terms used to describe those who report crimes or violations of ethical standards? More often than not we hear words like rat, stoolie, fink, snitch and squealer. Guess where most of these terms originated? They came from prisons and the criminal element in society. It's easy to understand why. The success of criminals often depends on the silence of those who have knowledge of their crimes. So it's only natural that those who commit crimes or engage in unethical behavior would attach pejorative names to those who interfere with their success.

But why does this mentality affect basically honest people? After all, we're all victims either directly or indirectly. Maybe this part of the criminal element has so permeated society that we are afraid of being perceived as "tattletalers", even though in many cases we believe reporting wrongdoing is the right thing to do.

What are other reasons why people don't report ethics violations? At JPL we have found that people are often afraid of retaliation. Others might be worried that the offender will be punished too harshly. Some potential sources believe it's none of their business or that they might be mistaken and needlessly damage a person's reputation. Also, some employees don't report wrongdoing because they just don't think the offense is serious.

We recognize that it's not always easy to report ethics violations or even suspected violations. First, remember that most concerns and issues can be addressed through open and honest communication. In fact, we hope that employees are encouraged to question actions and report minor lapses to ensure that they are addressed and resolved informally. We also hope that our employees trust that JPL's processes will ensure that those accused of ethics violations will be treated fairly. We try hard to do objective fact-finding and want all parties to be given full opportunity to examine and address their issues. In most cases the individual reporting and the subject of the investigation are relieved. Often times the subject is grateful for the opportunity to avoid future misperceptions by changing a practice that led to the original misinterpretation. When it comes to turning a blind eye to ethics violations, we should remember the old saying: All it takes for evil to triumph is for good people to do nothing.

It is our experience that JPLers are well-intentioned and sincerely concerned about their co-workers, our customers and JPL's reputation when they contact the Ethics Office. We rely on you to let us know when you're concerned or when wrongdoing is noticed. When you see something that offends your sense of right and wrong, please call us.

Do sweat the small stuff.



How can we be trusted with big things if we're not trustworthy with things that are small?

In the ethics of excellence, everything you do counts.
The most minor violations weaken your reputation for rightness.

Let your character be revealed in the small stuff, so others come to see you (and so you come to see yourself) as one who acts ethically in all things. Any violation of honesty and integrity, however small, dilutes your ethical strength, leaving you weaker for the big challenges your bound to face sooner or later.

The simple question is: Where will you draw the line?

Don't allow your finer instincts to become a casualty of the little everyday crimes of ethical compromise.

The Ethics of Excellence by Price Pritchett, PhD.